

**91E.4 Penalties for violation of recruitment practice requirements.**

1. An employer who violates section 91E.3 is subject to a civil penalty of up to one thousand dollars.
  2. A corporate officer of an employer who, through repeated violation of section 91E.3, demonstrates a pattern of abusive recruitment practices commits a serious misdemeanor.
  3. An employer who, through repeated violation of section 91E.3, demonstrates a pattern of abusive recruitment practices may be ordered to pay punitive damages.
- 90 Acts, ch 1134, §5